



## Madeleine Condit

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Madeleine Condit is a globally recognized consultant who has worked for over twenty years with major corporations and boards of directors on the key fundamental issues that fuel sustainable growth and good governance. Her areas of expertise are building strong leadership teams and structuring corporate boards to enable their success. She was an early proponent of building diverse leadership teams and works with clients to broaden their leadership. She is an acknowledged expert on board composition and has been a media contributor to the Wall Street Journal, the New York Times, USA Today and Boards & Directors Magazine among other publications. In her role as Project Director of the Every Other One Initiative of The Committee for Economic Development of The Conference Board, she is consulting on increasing the awareness of the economic imperative of having more women on corporate boards.

While mentoring founders of several start-up ventures, Madeleine identified that many small and mid-size businesses require access to better processes for building teams, creating sophisticated compensation structures, and recruiting strong boards so that they can capitalize on their ideas within a structure that could support rapid growth. Many companies struggle not because they suffer from poor ideas or execution but because they grow haphazardly without the necessary human infrastructure in place. In 2006, Madeleine assembled a group of proven executives to offer small and mid-size companies access to the tools and ideas normally available only to large, established corporations. The team at Condit Associates is focused on providing growth planning support including board composition, senior leadership assessment, incentive and total compensation plans, new market entry, global expansion, and sophisticated marketing communications solutions.

Prior to this, Madeleine was a Senior Client Partner of Korn Ferry where she was a member of the firm's Global Board and CEO Practice. She has advised corporate directors and senior management on compensation, succession planning, talent management, and ethics. She was one of the first women partners in the firm and played

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an important role in mentoring women in the firm, both informally and as a member of U.S. Mentoring. Her clients spanned industry segments and included: Campbell Soup Company, Cardinal Health, Inc., Emerson, Enterprise Holdings, Williams Companies Inc., Harley-Davidson, Inc, Honeywell International, Manpower Inc, The Hershey Company, McDonald's Corporation and Buffalo Wild Wings.

Before joining Korn/Ferry, Madeleine was the Vice President of the Syndicate Department of Boettcher & Company, then a leading investment bank in the Rocky Mountain West, now part of Wells Fargo. She was responsible for marketing and developing syndicates for IPOs. This gives her important insights into developing exit strategies for privately held companies that include acquisitions and initial public offerings. Madeleine's early career included a successful start-up that sold commercial information systems to hotels.

Madeleine has been a leader on civic and non-profit boards throughout her career. She is currently a member and former Chairman of the External Advisory Board of the University of Pennsylvania Department of Medical Ethics and Health Policy; Member of the Dean's International Council of The University of Chicago Harris School of Public Policy; Member and former Director of The Chicago Network; Member of the Advisory Board of WEL; a Governing Member of the Chicago Symphony Orchestra Association; and Secretary of the Joseph B.Glossberg Foundation. Madeleine is on the Advisory Board of Instant Technology, LLC. She is a member of the 92nd Street Y Academy of Women Achievers, was recognized as a Woman of Distinction by United Way of Metropolitan Chicago and received the Chicago High Achiever's 2008 Paradigm Shifter Award. She was the 2014 recipient of the Women Executive Leadership Florida Trailblazer award for her pioneering work in placing women on corporate boards. She is a frequent speaker on executive management and board development.

Madeleine earned a BA from the University of California Berkeley, an MBA from the University of Colorado and is an Executive Urban Fellow at the M.I.T. Sloan School of Management.